

Estimated Fringe Rates for CY2026*

Employee Category	Estimated Percentage
Student	0.05%
Part-time Non-Student	8.00%
Consultants (through payroll)	8.00%
Full-time (22,880 - 45,000)	65.00%
Full-time (45,001 - 70,000)	45.00%
Full-time (70,001 and up)	37.00%
9-month Faculty Summer Rate	18.00%

*Above rates are averages only, and are calculated based on the following assumptions:

Twelve Month Employee, Family Medical Coverage, and TIAA CREF or AIG VALIC Retirement